

Civil Rights Committee Meeting
May 10, 2006
10:00 am to 2:00 pm
Redmond Service Center

Present:

Gina Kerzman
Joe Evans
Janice Knutz
Harvey Bush
Loren Unruh
Russ Hatz
Sara Magenheimer
Jeff Goebel
Misty Falcon
Philip Morton

Agenda

Civil Rights Field Office Reviews

- Gina Kerzman discussed and reviewed all pending office reviews.

AEP/FEORP

- Gina discussed what the AEP/FEORP plan was and how it was based on last years AEP information. Misty Falcon brought a copy of the 2005 AEP report that Lesley Kelly drafted. This was reviewed by the committee for any changes and editing. Joe and Harvey requested copies of the report.
- Joe Evans gave out copies of an informational CD that he received from the BEPM conference he attended. This CD contains SEPM information Manager Guide. He believes it will be a useful tool in presenting to the leadership team.

Meeting Date with Mario Magaña and Recruitment Sub-committee report – Jeff and Joe

- Misty discussed emails exchanged between her, Lesley Kelly, and Mario Magaña regarding the Hispanic Recruitment and Retention training that was listed as one of the action items on the sub-committee agenda. The Civil Rights committee came to a consensus on a date to meet with Mario and where; June 26th at the NRCS field office. We also discussed what topic items were of interest to the committee to be presented by Mario. These topics included:
 - Having trainers provide information on housing

- Asking Mario about experimental stations
 - Discussing the need for a mentor system
 - Asking him to help us identify our target
 - Discuss the timing sequence of when students are looking to apply for jobs and our announcement.
- Misty also discussed some points of interest that she felt important regarding a teleconference she attended on May 9th, 2006 between Sylvia Gillen, Lesley Kelly, and Sara Braasch. These points of interest included incentives that other states offer to students for retention and recruitment. Joe mentioned that some of our recruiting efforts are going to have to come from out of state

Hispanic Student Program

- Misty discussed a possible benefit to recruiting Hispanic students in our agency. Gilbert Guerrero, National HEPM, mentioned that the HSI (Hispanic Serving Institutions) are applying for a \$6 Million Dollar Grant. This is an opportunity for NRCS to work with HSI. When the HSI gets approved for the grant, then NRCS will work with them. The HSI pay for relocation and room & board (\$2500/ student), NRCS pays the salary. This is for next year.

Student Trainee Program

- Gina verbally gave us the list of new and returning students for the summer.

Leadership Development Program –NRCS

- Gina discussed this and how it was tied to the AEP action items. This program consisted of 6 participants of which 5 advanced. Their projects were presented to the Leadership Team. We all discussed expanding this program to FSA. Joe asked if Gina could post the participants papers online.

Vacancies on civil rights committee

-possibly fill with water climate and RD people.

- Gina discussed the possibility in including Rural Development and Water Climate Center. She also discussed upcoming vacancies.

Civil Rights Committee list update

- Gina passed around the committee list. Committee members checked the information and made corrections as necessary.

Add-on topics

- There was a discussion on High School volunteer programs for community service credits and how this could be applied to NRCS. Sara volunteered to talk with Patti Shumway and see what the requirements would be.
- Havey discussed his work on giving presentation of service centers.

Group Photo for the new Civil Rights Committee poster was taken at the end of the meeting. The meeting adjourned at 2:00 p.m.